



Board Policy
Chapter 2 – Governing Board

BP 2431 Superintendent/President Selection

References:

Title 5 Sections 53000 et seq.
2024 ACCJC Accreditation Standard 4.5

In the case of a Superintendent/President vacancy, the Governing Board shall establish a search process to fill the vacancy. The process shall be fair and open and comply with relevant regulations. The process will include, at a minimum, the following items which shall be Board approved in an open and public meeting:

- Search Timeline
- Search Committee formation
- Search Firm proposals
- Identification of desired qualifications of Superintendent/President
- Development of a recruitment brochure
- Candidate recruitment
- Candidate screening
- Selection of interviewees
- Interviews
- Campus Visits
- Public Forums
- Background Checks
- Board Interview of Finalists

A Superintendent/President is selected by the Board to serve as the Chief Executive Officer of the District. The initial contract of the Superintendent/President will be negotiated to the mutual agreement of the Superintendent/President and the Board, for a term not to exceed four years. The contract will be reviewed annually and renewed by mutual agreement of the Board and the Superintendent/President.

[Also see BP/AP 3420 Equal Employment Opportunity.](#)

Adopted: 11/13/07;
Revised: 6/10/14, 1/9/18; 2/4/25

*(Replaces former Palomar College Policy 7.02
and all previous versions of BP 2431)*